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Minutes, Arts & Sciences Faculty Meeting, Thursday, January 29, 2015

Arts & Sciences Faculty
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A&S FACULTY MEETING

January 29, 2015

Agenda

Galloway Room from 12:30 to 1:45 P.M.

I. Call to Order

II. Approval of Minutes from 12/10/14

III. Announcements:

- a. Summit on Transformational Learning (Emily Russell)
- b. Rave Guardian app (Ken Miller)

IV. Reports

- a. Academic Affairs (Jill Jones)
- b. Finance and Services (Don Davison)
- c. Professional Standards (Fiona Harper)
- d. Student Life (Derrick Paladino)
- e. Executive Committee (Carol Lauer)
- f. Questions from the floor

V. Old Business

- a. none

VI. New Business

- a. Approval of slate for All College Faculty Appeals Committee
Paul Harris
Margaret McClaren
- b. Motion on Faculty representation on BOT (Don Davison)
To enhance communication and understanding across the College, the Arts and Sciences faculty respectfully invite the Board of Trustees to allow the chairs of the Academic Affairs, Finance and Service, and Student Life committees to attend their corresponding sub-committee meetings of the Board. The faculty also requests that one faculty member attend meetings of the Executive Committee of the Board of Trustees.
- c. Revisions to International Programs Faculty Advisory Committee (Fiona Harper)
(see Attachment 1, below)
- d. Update on changes to 5+ plan for faculty loads (Carol Bresnahan)
- e. Update on INB/BSE merger (Craig McAllaster)

VI. Adjournment



A&S FACULTY MEETING

January 29, 2015

Minutes

Approved

PRESENT

Allen, Barry S.; Armenia, Amy B.; Barnes, Missy; Barreneche, Gabriel I.; Bernal, Pedro J.; Biery-Hamilton, Gay M.; Boles, Bill; Boniface, Dexter; Brandon, Wendy W.; Bresnahan, Carol; Carnahan, Sharon L.; Cavanaugh, Jennifer J.; Cheng, Martha; Cook, Gloria F.; Cook, Tom; Crozier, Daniel G.; Cummings, Denise K.; D'Amato, Mario A.; Davison, Donald L.; Decker, Nancy M.; Dennis, Kimberly L.; Diaz-Zambrana, Rosana; Dunn, Stacey T.; Ewing, Hannah E.; Farcus, Adam; French, Todd E.; Gallagher, Erin; Gunter, Mike; Habgood, Laurel G.; Hargrove, Dana; Harper, Fiona M.; Harris, Paul B.; Harwell, Jonathan H.; Homrich, Alicia M.; Houston, John M.; Jones, Jill; Klocke, Brian V.; Kodzi, Emmanuel; Kozel, Philip M.; Kypraios, Harry N.; Lauer, Carol; Lewin, Richard; Libby, Susan H.; Luchner, Andrew F.; Marr, Christa M.; Mathews, Jana E.; McAllaster, Craig; McClure, Amy I.; McLaren, Margaret A.; Mesavage, Matilde; Miller, Jonathan; Mobley, Jen-Scott; Montgomery, Susan E.; Moore, Robert; Moore, Thomas R.; Murdaugh, Anne E.; Musgrave, Ryan; Myers, Daniel S.; Newcomb, Rachel C.; Nichter, Matthew; Norsworthy, Kathryn; O'Sullivan, Maurice; Ouellette, Thomas; Oxford, Emma R.; Paladino, Derrick A.; Park, Ellane J.; Pieczynski, Jay N.; Queen, Jennifer; Reich, Paul D.; Riley, Kasandra J.; Russell, Emily S.; Ryan, MacKenzie Moon; Sanabria, Samuel; Schoen, Steven W.; Simmons, Rachel M.; Sinclair, John V.; Strom, Claire M.; Sutherland, Katie; Svitavsky, Bill; Tatari, Erin; Teymuroglu, Zeynep; Tillman, Lisa; Trentinella, Rose; Vitray, Rick; Walsh, Susan J.; Young, Adrian R.; Zhang, Wenxian; Accapadi, Mamta

CALL TO ORDER

Carol Lauer called the meeting to order at 12:34PM

APPROVAL OF MINUTES FROM

EC unanimously approved the minutes from the 12/10/2014 meeting.

ANNOUNCEMENTS

THE SUMMIT ON TRANSFORMING LEARNING

Emily Russell

Russell drew the faculty's attention to the The Summit on Transforming Learning: Infusing Diversity throughout the Curriculum and Co-Curriculum to be held at Rollins on Friday, February 13, 2015 from 9:30AM-2:00PM.

The 10th Annual Summit on Transforming Learning will bring together faculty and staff to participate in conversations around inclusion and diversity at Rollins. The Summit will offer opportunities for dialogue and learning around campus climate, curriculum, program innovation and collaboration. This summit is intended to:

- Allow the Rollins community to discuss how we *transforming learning* through academic and student engagement
- Provide break-out sessions led by faculty and staff that foster dialogue and encourage action around pedagogies and practices that enhance diversity and inclusion in a liberal arts curriculum and co-curriculum
- Build a strong community of faculty and staff committed to diversity and inclusion

Summit topics will include: campus climate data, general education curriculum development, program development, student development, facilitation strategies, and faculty/staff partnerships.

RAVE GUARDIAN APP

Ken Miller

Director of Campus Safety Kenneth H. Miller introduced the faculty to The Rave Guardian mobile phone app, designed to enhance safety on campus through real-time interactive features that create “a virtual safety network” for users. Particularly for students walking on campus alone and for adjunct professors and others who teach in the evening—who may feel “like they’re on an island,” Miller said—the app provides features like a Panic Button; Tip Texting; and a Guardians & Safety Timer. Miller said that students and faculty may enter information such as residence hall location and medical conditions into the app’s Safety Profile. Miller said that Campus safety will post online a PowerPoint about the mobile phone app and that community members can learn more by contacting The Student Government Association (SGA) or through the Rollins College Human Resources Department. The app is free and available for download from iTunes and other sources. “You can download it right now,” Miller said.

LAUNCH OF NEW rFLA CURRICULUM

Claire Strom

Director of General Education Claire Strom announced that the official launch of the rFLA general education curriculum is set for Friday, February 20, 2015 from 12:00-7:00PM. Events like an improv tournament and a brainiac bowl will take place all over campus; the event will conclude with a “fabulous community meal on Mills Lawn,” free and open to the Rollins community.

REPORTS

ACADEMIC AFFAIRS COMMITTEE (AAC)

Jill Jones

AAC Chair Jones reported that after careful consideration of an exhaustive study conducted by Director of International Programs Giselda Beaudin, the AAC and subsequently the A&S Executive Committee (EC) voted to make permanent the pilot policy regarding GPA eligibility requirements for Rollins students who apply to travel abroad. Jones also said that the AAC recently approved changes to the Sociology major and minor.

FINANCE & SERVICES COMMITTEE (F&S)

Don Davison

Chair Davison said that he had a “quick reminder” that Vice President for Business and Finance and Treasurer Jeff Eisenbarth and Acting President Craig McAllaster will present to the faculty a “brief budget overview, the same presentation that they will present to the Rollins Board of Trustees” on Tuesday, February 03, 2015 in the Bush Auditorium. Davison encouraged faculty to attend. Davison also offered a “shameless plug” for a one-day conference on Politics and Religion sponsored by The Political Science Department on Friday, January 30.

Socky O’Sullivan asked if the faculty can expect to “receive information on faculty salaries as [the faculty] has in the past.” O’Sullivan said that the distribution of such information “might

help with rumors” about faculty compensation. Davison said in his role as F&S Chair he has “been working this year with Craig [McAllaster] and others “ to develop and distribute “a comprehensive [salary] review.” The last such review, Davison said, was issued “at least five or six years ago now.”

PROFESSIONAL STANDARDS COMMITTEE

Fiona Harper

Chair Harper reported that PSC has met twice during the common hour since the last A&S faculty meeting, and met last night for their grant approvals meeting. Harper reported on these three items:

1. **FACULTY ADVISORY COMMITTEE**

Proposed revision to the structure of the Faculty Advisory Committee for International Programs. Harper said that this item will be discussed under New Business at today’s A&S faculty meeting.

2. **COURSE INSTRUCTOR EVALUATIONS**

At the request of a faculty member, PSC is investigating the CIE delivery timing, length of evaluation, and penalties associated with student non-completion of CIEs. A subgroup of PSC completed a survey of peer and aspirant institutions, and together with conversations with both Karla Knight and Laura Pfister, we are crafting a proposal to bring to EC, CPS and the full A & S faculty in February.

3. **GRANT REVIEW PROCESS**

Last night, PSC met to discuss the grants received from 24 applicants for Ashforth, Critchfield and Development Grants. Following the lively discussion about the grant review process at our last A & S faculty meeting in December, and multiple email conversations with interested parties, Dean Smither, Carol Lauer and I met in early January to discuss the issues. At the request of the Dean, PSC was asked this year to provide a “rank of meritorious grant applications” without regard to a faculty member’s academic rank. To facilitate this process, I requested that Karla Knight remove all identifying information in grant applications. Karla then assigned numbers to each grant so that we could keep track of them. The grants that PSC then reviewed did not have names, ranks, signatures or other obviously identifying information. While some grant applicants could be identified by more senior members of the committee, in every instance, at least two members of the committee were unaware as to the identity of the applicant and other committee members were careful not to provide names. PSC provided Dean Smither with this ranking this morning, with the hope that he will be able to find additional money to fund meritorious applications. PSC intends to have further discussions about the grant review process this semester, including holding a faculty forum to allow time for all voices to be heard on this subject. Any proposed changes will be brought to EC and then A & S full faculty for approval.

Regarding the history of grant funding at the College, Harper reported that the Dean’s office indicated that funding since 2000 has been comprised of a hard budget line of \$67,950. Beginning in 2004 -2005, an additional amount of money, UP to \$40,000 was made available out of Cornell funds, depending on the number of Cornell grants that were awarded. Evidently the Deans typically held back some of this money, \$10,000 - \$15,000 each year, to fund projects such as the RP pilot. For the past ~5 years, PSC has had \$82,000 to allocate. This year, as Cornell funds are not available, PSC was allocated \$75,000. With the increasing pressure to publish in our disciplines to achieve tenure and to be promoted to both Associate and Full Professor ranks, and an increasing body of junior faculty, these funds are clearly being stretched thin. Given that

the hard budget line has remained static for 15 years while the departmental criteria for tenure and promotion have placed greater emphasis on publication, PSC is formally requesting that Finance and Service pursue increasing this hard budget line to better reflect the current state of the College.

Harper pointed to these items, upcoming on the PSC agenda for this semester: discussions with Chair of the Diversity Advisory Council in February; review of Student-Faculty Collaborative grant proposals and FITI grant proposals; and new business as it arises.

Kathryn Norsworthy thanked Harper and the PSC for their hard work and many hours spent “rethinking this whole funding piece” and thanked Bob Smither for working to secure additional funding. Norsworthy said she wanted to get on the record that in addition to rising research requirements for tenure and promotion, “we have gone to a merit system for salaries, so grant funding for those of us who need it for our research is also important.”

Bill Boles asked if it was indeed true that criteria for tenure and promotion “have actually become more stringent” in the last few years. Current Faculty Evaluation Chair (FEC) Sharon Carnahan acknowledged that there was “an interim when [candidates for tenure and promotion] have pressure to produce scholarship” and that all A&S departmental criteria for tenure and promotion “have been tightened up.”

STUDENT LIFE COMMITTEE

Derrick Paladino

Chair Paladino reported on “these highlights our meetings and work:”

Micki Meyer and Dylan Allen (on behalf of Shawn Garvey) met with the SLC to discuss the need for an appropriate and dedicated interfaith space for our students. The SLC passed the following resolution, “the Student Life Committee supports the creation of a dedicated interfaith space in the chapel as deemed by the Knowles Agreement.” The Executive Committee passed the same resolution.

Paladino urged the faculty to attend “a beneficial program that is in its tenth year,” The Summit on Transforming Learning: Infusing Diversity throughout the Curriculum and Co-Curriculum on Friday, February 13, 2015.

SLC SCHEDULE AT A GLANCE:

9:30am- Light Breakfast & Coffee

10:00a-10:30a- Opening Session: Campus Climate

10:40a-11:25a- Infusing Diversity Breakout Session 1

11:30a-12:30p- Lunch (Conversation Topics include— Moving beyond the choir, prepping a new president, facilitating conversations on diversity, Title IX on campus, diversity in athletics)

12:40p-1:25p: Infusing Diversity Breakout Session 2

1:30p-2:00p: Closing and next steps

SLC SCHEDULE – MEETINGS ARE OPEN

2/17/15 (12:30-1:45 - Warden Dining room)

3/17/15 (12:30-1:45 - Faculty Club Meeting room)

4/14/15 (12:30-1:45 - Warden Dining room)

PRESIDENT OF A&S

Carol Lauer and Thomas Ouellette

President Lauer announced that the Presidential Search Committee had recently conducted a second round of comprehensive interviews with a select group of finalists. Lauer said that she and Ouellette “had pressed hard” for a meeting with and opportunity to question the finalist, on campus at Rollins; “more than one opportunity would be nice,” Lauer said.

Ouellette announced that the practice of convening small, informal gatherings of A&S faculty, the Acting President, and some members of the Rollins Board of Trustees will continue this spring with a gathering for non-tenured faculty on Friday, March 06 and a gathering of tenured faculty on Friday, March 20. Participants will frame the open discussion: the gatherings will have neither a set agenda nor will attendance be taken nor minutes recorded. Ouellette urged faculty to attend and to continue the dialogue from the fall meetings.

Lauer reported that the Alford Inn informed her that dates are already filling up quickly for the holiday season. Lauer asked if the faculty preferred to return to the Inn for the 2015 holiday party. “[Ouellette and I] will not be running it [next year] but we should probably commit to it now,” Lauer said. Lauer said that the total cost of the Faculty Holiday Party in 2014 was 11,500.00; that she decided to reduce faculty parties from two to one per year and to combine the budget lines previously set aside for the two parties. Lauer said that with assistance provided by Vice President for Business and Finance and Treasurer Jeff Eisenbarth, the total amount expended on faculty parties in the last two years has remained unchanged from previous years: 3500.00 from the A&S budget. Jonathan Miller requested a vote on the advisability of returning to the Inn using the Clickers® system. Miller said that some junior faculty have expressed concerns that, during a time of fiscal constraint, the expense of the event “sends the wrong message,” but they might be reluctant to express that opinion in a voice vote. Via the Clickers®, the faculty voted overwhelmingly to return to the Alford Inn for 2015.

OLD BUSINESS

None

NEW BUSINESS

APPROVAL OF SLATE FOR ALL COLLEGE FACULTY APPEALS COMMITTEE

Carol Lauer

Via the Clickers® system, Paul Harris and Margaret McClaren were overwhelmingly approved as the slate for the Faculty Appeals Committee.

MOTION ON FACULTY REPRESENTATION ON BOT

Don Davison, F&S Chair

Davison asked for a motion to approve this request for faculty representation on the Rollins College Board of Trustees:

To enhance communication and understanding across the College, the Arts and Sciences faculty respectfully invite the Board of Trustees to allow the chairs of the Academic Affairs, Finance and Service, and Student Life committees to attend their corresponding sub-committee meetings of the Board. The faculty also requests that one faculty member attend meetings of the Executive Committee of the Board of Trustees. The

Executive Committee of the A&S faculty will develop a slate for approval by the A&S faculty. This proposed non-voting representative serves a 3-year term.

Lauer reported that “quite recently” she had discussions with BoT Chair David Lord and BoT member Dr. Susan Whealler Johnston about including A&S faculty on pertinent subcommittees like student life and finance. Lauer said that Whealler Johnston, executive vice president and COO of the Association of Governing Boards of Universities and Colleges (AGB), suggested adding faculty to the development/advancement (fundraising) subcommittee as well. Lauer said that Whealler Johnston told Lauer that representation on such subcommittees “is quite common” in peer and aspirant institutions but that representation on the full board (or Executive Committee) was very uncommon at such institutions. Lauer called the latter part of the motion [*The faculty also requests that one faculty member attend meetings of the Executive Committee of the Board of Trustees*] “the more controversial part.”

Socky O’Sullivan said that “[the A&S faculty] has been struggling uphill for decades” regarding faculty representation on the BoT.

Lisa Tillmann expressed “grave concern” about key factors that have changed since the faculty began discussing and designing rFLA. The explosive growth of CPS and the de-coupling of major courses from Gen Ed courses already has reduced enrollment in some programs and classes. In terms of faculty workload, Tillmann said that the revocation of opportunity for course release beyond 1 time for rFLA, 1 time for RCC amounted to a “bait and switch.” Had we been in this CPS-ascendant context and/or had the 5+ not been part of the discussion, Tillmann said she would have been a vocal opponent of rFLA. “This is not what we voted for,” she said.

Tillmann offered a motion to split the proposal into two discrete motions: one requesting representation on the Executive Committee and the other requesting representation on the various subcommittees. Jonathan Miller and Kathryn Norsworthy asked for a clarification of the split and Tillmann said that she wanted to give the BoT the option to reject one or the other of the requests rather than rejecting the proposal in its entirety. Mike Gunter said that he opposed the proposal to split the motion. Via the Clickers® system, the motion to split the motion was not approved.

Asked about the timing of this request, about whether the request might be seen by the BoT as provocative at a time when the A&S faculty was looking to heal relations with the BoT, Lauer said, “No. I don’t think so. I really don’t.”

Dexter Boniface called the question and, via the Clickers®, it was overwhelming approved.

UPDATE ON CHANGES TO 5+ PLAN FOR FACULTY LOADS

Carol Bresnahan

Vice President for Academic Affairs and Provost Bresnahan acknowledged concerns expressed to her regarding the new policy changing from 140 to 128 the total number of credit hours needed for graduation and the 5+ Plan which, Bresnahan said, is designed to be “sufficiently attractive to incentivize faculty” to participate in the Rollins Conference Course (RCC) program and rFLA general education curriculum.

Bresnahan stated that faculty could receive either a course release or a stipend of \$3500 for

teaching in the rFLA plan. The same would be true of teaching an RCC. The stipend was a one-time only option; after teaching for the first time, faculty could not later choose to receive a stipend. No “double-dipping” was allowed; that is, faculty could receive consideration for either an RCC or rFLA, but not both in the same year.

Mario D’Amato asked about efforts to “standardize the 3-credit hour” system and how this outside consideration might affect the changes to Rollins’ requirements. President McAllaster pointed to a national effort to “standardize everything,” but said that lobbyists and legislators report that “there is no real energy behind” standardizing these requirements on the federal level at this time. While “The Carnegie Foundation [classification system] may be flawed,” McAllaster said, “it’s too important to abandon at this time.”

Matt Gunter and others asked Bresnahan to clarify her statement that “there will be no double-dipping” under the new plan. Gunter asked if the 5+ Plan can be applied twice in consecutive years. “What if a faculty member opts to teach an RCC one year and a new course in the new gen eds in a subsequent year,” he asked, “would they get two course releases?” Bresnahan said that faculty could receive one course release, *one time only*, for teaching in either the RCC or rFLA programs. Bresnahan said that faculty *could* receive more than one stipend.

Lisa Tillmann raised “grave concerns” about the new plan. “De-coupling” the 128 credit hour graduation requirement and the 5+ plan, Tillmann said, amounted to a “bait and switch;” she said that “this [current plan] is not what I [Tillmann] signed up for when I voted to approve” the plan whereby the change to a 128 credit hour graduation requirement and the 5+ plan were coupled.

ADJOURNMENT

Carol Lauer

President Lauer adjourned the first A&S faculty meeting of 2015 at 1:54PM.

ATTACHMENT 1

INTERNATIONAL PROGRAMS FACULTY ADVISORY COMMITTEE

Committee Structure:

- Six members total
- Five representatives from A&S and one from CPS
- Of the A&S Representatives
 - At least one must be an active member of AAC
 - At least one must teach regularly for Holt
- Two year terms
- No more than one member from any department

Committee Member Selection:

- A&S representatives selected through an open call for nominations and vote by A&S faculty
- CPS representatives selected through an open call for nominations and vote by CPS faculty

Committee Responsibilities:

- Three-four meetings per semester
- Some discussion/feedback via email, particularly over the summer months
- Advise and assist the Director of International Programs in the following areas:
 - Strategic planning for study abroad/away
 - Development of new semester and summer programs
 - Review and selection of field study/summer programs for the following academic year
 - NOTE: if any committee members are proposing a program, they are recused from this process and IP will replace that member with a past committee member for the review and selection process.
 - Curriculum integration
 - Selection of Shanghai semester program faculty
 - Academic policies involving or affecting study abroad/away
 - Training for faculty program leaders
 - Workshops on the pedagogy of field experiences and intercultural learning
 - Broad assessment of student learning on study abroad/away
 - Policies or processes that impact or involve faculty such as compensation for study abroad, proposal process for new programs etc.

2014-2015 Membership:

- Holt/A&S: Jana Matthews (through 7/15)
- CPS: Jim McLaughlin (through 7/15)
- A&S: Jonathan Walz (through 7/16)
- A&S: Martina Vidovic (through 7/16)

- A&S/AAC: Phil Deaver (through 7/17)
- A&S/AAC: Anca Voicu (through 7/17)

2013-2014 Membership:

- A&S: Pedro Bernal (through 7/14)
- A&S: Nancy Decker (through 7/14)
- Holt/A&S: Jana Matthews (through 7/15)
- CPS: Jim McLaughlin (through 7/15)
- A&S: Jonathan Walz (through 7/16)
- A&S: Martina Vidovic (through 7/16)

There should be a statement on the website indicating that these are open meetings, and the schedule should be available in accordance with open meeting policy.